

## **COMMITTEE ON BILLS ON SECOND READING**

**June 19, 2007**

**Aldermen Duval, Lopez,  
Gatsas, Garrity, Pinard**

**5:30 PM**

**Aldermanic Chambers  
City Hall (3<sup>rd</sup> Floor)**

Chairman Duval called the meeting to order.

The Clerk called the roll.

Present: Aldermen Duval, Lopez, Gatsas, Garrity, Pinard

3. Ordinance Amendment:

“Amending Sections 33.024, 33.025, & 33.026 ((Assistant Airport Director (Finance & Administration) to Deputy Airport Director and Property & Contract Administrator to Property & Contract Coordinator), of the Code of Ordinances of the City of Manchester.”

Alderman Garrity asked this is for a Grade 27.

Chairman Duval responded no I believe that's been amended referring to action on the attachment.

Deputy City Clerk Johnson advised yes, to a Grade 29.

Alderman Garrity stated he did not have a problem with the Deputy Airport position per se, he just had a problem with the 29 and I wouldn't be in favor of that.

Alderman Pinard asked we wanted to 29 what was the original discussion on that, that we wanted to go to a 29 and it dropped to 25, is that the way it was, the discussion at the meeting.

Chairman Duval stated actually at the full Board alderman the motion was made by Alderman O'Neil and seconded by you to change the pay grade from a 27 to a 29.

Alderman Lopez asked if Ms. Lamberton could assist us and refresh our memory of what went on here, so that there is no questions.

Ms. Lamberton stated shortly before Kevin Dillon was leaving he had requested that I work with him to establish a Deputy Airport Director position. I got information from him. I got an organizational chart. I got a proposed class specification. I reviewed it. I reviewed it with my staff and it was my recommendation to the Human Resource Committee that the position be established at a salary grade 27 to insure equity throughout the city with other positions at that grade throughout the city. The Human Resource Committee voted to keep it at a 27, although Kevin was here and he was requesting a 29. It was my professional opinion that it should not be a 29, that it would be overgraded and it would not be consistent with what we compensate other employees. One of Mr. Dillon's concerns was that if one of the four or five assistant directors of the airport got promoted they would be maxed out and that they wouldn't be getting any more money if it was at a 27 whereas if they were at a 29 they would be getting more steps in the future. Well we don't classify positions based on incumbents we classify positions based on the level of duties and responsibilities. In fact a third of the city employees are maxed out at this point in time and there is another 89 coming up behind them and so you would never classify a job based on the fact that somebody is being maxed out so to speak. The numbers that were given to the Committee and the Board were not the right numbers shall we say, that they didn't provide for the employees that if any one of them did get promoted that in fact they would get by ordinance a 10% increase which would bring their salaries, four of them, to a salary level of \$106,000 at Labor Grade 27, and one of the employees if he were promoted he would get \$103,000, that would give him 10%.

Alderman Lopez asked about longevity.

Ms. Lamberton responded well what happens to any employee who is maxed out by ordinance and by collective bargaining agreements; there are thresholds every five years where an employee gets another step based on longevity. So if any one of these individuals was promoted then those individuals would be eligible for a step increase whenever they passed another threshold of five years which would vary based on the incumbents, based on their years of service.

Alderman Lopez asked if that was a 3%.

Ms. Lamberton responded yes, it is a 3% raise.

Alderman Garrity so if you are opposed to the 29 pay grade I guess the correct motion would be to receive and file this.

Chairman Duval stated there was no motion on the table at present.

Alderman Garrity moved to receive and file it.

Alderman Pinard stated I would like to asked the Acting Director of the Airport to come and explain his side of view.

Mr. Ferrin addressed the Committee stating as far as I can tell there is no opposition to creating the Deputy position. The Airport's position is that it should be a 29, based on equity, I would use the same reasoning that the Human Resource Director did. There is at least one Deputy position in the City that is a 29, and that's the Deputy Public Works. If there is one and I would say that the Airport, if you hold the Airport in any kind of value should be at least equal to that.

Alderman Pinard back to the classification of the 29, Mr. Dillon has left and now we are looking for a director and we have no idea. When Fred Testa left we were in the same position. To get a director or assistant director I think it's pretty hard. We'll find out, so I know what the feeling is but I would stand by a 29 because the Airport is not a toy to play with you need people with experience.

Alderman Pinard moved to put it at a 29.

Chairman Duval requested guidance from the Clerk, noting motions by Alderman Garrity and a motion by Alderman Pinard.

Deputy City Clerk Johnson stated there is a couple of things I would say, one is the receive and file was made there was no second. The ought to pass was made and there has been no second to that either. But if the issue is the Grade 29 as I understand it so receive and file may not be what the intention might be, it might be to make a motion to amend it to the former grade of 27 rather than killing the ordinance entirely if I am understanding some of the issues, but I could be wrong it could be they don't want a deputy at all. But there is no second to any motion that has been made to this point.

Alderman Lopez stated why do after nine years do we need a Deputy and who would appoint that Deputy if we were to approve that.

Mr. Ferrin responded I believe that the Mayor, and perhaps in consultation with me would do that.

Alderman Lopez noted that the Mayor only appoints department heads.

Mr. Ferrin stated I would be amenable to anyone offering me counsel in that regard then. Why do we need one after nine years? I think it was always Kevin's intention to do something I think he just ran out of time. In essence I was functioning as a deputy for the last several years.

Alderman Lopez stated I have struggled very hard on this and first of all I believe that the Airport is special to a degree. I personally believe we ought to get them out of the system. Every time we have a problem it's with the airport, and it affects all employees. Everybody looks at it. Well management special, then we're special. Whether it's Police, Fire whatever the situation is, even the guy throwing garbage is special. It's very difficult to go against the system that has been established.

Mr. Ferrin stated I agree with you, it is difficult. The airport is a different breed of cat just as said at the other night's meeting. It's always difficult to come to these meetings and ask for exceptions or ask for special treatment, but we get all kinds of things that place us in a very awkward position versus the people that we deal with the airlines, the FAA, and the other governing organizations. We can't give the city money everybody knows that. I wish we could. We just can't do it. They will take away every grant that we ever had and ask it back if we ever did that. We compete regularly with other airports in this region. Our closest neighbor airport is TF Greene in Providence. They are about a million more enplanements than we are. But we market jointly with them. We spend our money together with them. We market Southwest heavily, both of us for north of Boston and south of Boston. They're assistant directors are paid considerably more than what we are asking for a deputy director, and that is all I can say on that for a confidentiality purposes.

Alderman Lopez stated and the other point that I would just like to make the assistant directors, it's like having five deputies really, in essence and I think that the mold that Mr. Dillon worked under they might be administrators but they are actually five deputies in certain divisions that he entrusted to answer to him.

Mr. Ferrin stated that was the same structure that Mr. Testa created when he came on board.

Alderman Garrity moved to amend the ordinance to change the grade from a 29 to a 27, as proposed originally by the Human Resources Director. Alderman Gatsas seconded the motion. The motion carried with Aldermen Pinard and Duval recorded in opposition.

Alderman Garrity moved that the ordinance ought to pass as amended. Alderman Lopez duly seconded the motion. The motion carried with Aldermen Pinard and Duval recorded in opposition.

Chairman Duval noted that the Clerk had advised that the Director is the one responsible and has the authority to appoint the deputy director.

4. Ordinance Amendment:

“Amending Chapter 70: Motor Vehicles And Traffic of the Code of Ordinances of the City of Manchester by expanding the Residential Parking Permit Zone #1 in Section 70.55(D)(1) to include a portion of Elm Street.”

Alderman Garrity moved that the ordinance ought to pass. Alderman Lopez duly seconded the motion. The motion carried with Alderman Gatsas duly recorded in opposition.

There being no further business to come before the Committee, on motion of Alderman Garrity, duly seconded by Alderman Pinard, it was voted to adjourn.

A True Record. Attest.

Clerk of Committee